

**THOMAS WAYNE BROCK**

**MDRC**  
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**EDUCATION**

**University of California, Los Angeles (UCLA).** Los Angeles, California.

Doctor of Philosophy in Social Welfare. 1992. Dissertation: *The Implementation of Welfare Reform: Policy and Organizational Effects on Service Delivery in Los Angeles County.*

**Columbia University.** New York, New York. 1985.

Master of Public Administration, with concentration in Social Welfare Policy. 1985.

**Pitzer College.** Claremont, California

Bachelor of Arts, with honors in Anthropology. 1983.

**EXPERIENCE**

**MDRC,** New York, New York

Director, Young Adults and Postsecondary Education policy group, September 2004-present; Senior Research Associate and Coordinator of Implementation Research, November 1999-present; Senior Research Associate, January 1995-April 1997; Research Associate, 1991-94.

As Director, responsible for developing a body of work and overseeing staff who conduct research on education and training programs for young people who have either completed or dropped out of high school. Lead research teams, gather and analyze data, and author reports. Present research findings to policymaker, practitioner, and researcher audiences. Current and former projects include:

- *Opening Doors*, a study of innovative community college programs designed to increase completion of occupational certificates and Associate's degrees

among low-income students. The evaluation is examining program implementation and effects on participants' educational attainment, employment, earnings, social support networks, health, and civic participation.

- *Achieving the Dream*, a formative evaluation of a Lumina Foundation initiative designed to boost student achievement in 27 community colleges in five states. The study is documenting early planning and implementation activities and offering feedback on how the initiative might be strengthened.
- *The Project on Devolution and Urban Change*, a study of how the end of Aid to Families with Dependent Children (AFDC) and the introduction of Temporary Assistance to Needy Families (TANF) is transforming the welfare systems in Cleveland, Los Angeles, Miami and Philadelphia. Over a five-year period, the evaluation examined how welfare reform was implemented and what effects it had on welfare recipients, neighborhoods where low-income people reside, and public and private organizations that serve the poor.
- *The National Evaluation of Welfare-to-Work Strategies*, a seven-site study of a federal program designed to provide adult basic education, job search assistance, child care, and other services to help welfare recipients move into the labor market. The evaluation examined program implementation, costs, and impacts on employment, earnings, welfare receipt, and children's well-being over five years.
- *The New Hope Demonstration*, a study of an anti-poverty and welfare reform program in Milwaukee, Wisconsin. New Hope provided earnings supplements, health insurance, and child care subsidies to people who worked full-time but remained poor. It also offered paid community service jobs to people who could not find other work. The evaluation looked at program implementation, participants' use of benefits and services, and impacts on employment, income, material hardship, and child and family outcomes over a two-year period.

**Wallace-Reader's Digest Funds** (now the Wallace Foundation), New York, New York

Evaluation Officer, April 1997 to October 1999.

Designed and managed research and evaluation projects in the youth services, public libraries, and arts and culture fields. Presented and discussed evaluation plans and findings with policymaker, practitioner and research audiences. Developed survey instruments and research protocols. Monitored \$10 million in evaluation contracts and research grants, including:

- *The Extended-Service Schools Initiative*, a three-year initiative designed to help 20 communities across the U.S. adapt promising after-school program models in neighborhood public schools. The evaluation assessed community-level planning and leadership, program implementation and service quality, program cost and financing, and youth participation patterns and outcomes.
- *Making the Most of Out-of-School Time (MOST)*, a six-year initiative intended to increase the supply and improve the quality of before-and after-school programs in Boston, Chicago, and Seattle. The evaluation examined the process of developing school-age child care systems in the three cities and measured the supply and demand for school-age child care.
- *Community Partnerships for Cultural Participation*, a five-year initiative intended to help nine community foundations lead local efforts to broaden, deepen, and diversify participation in arts and culture. The evaluation examined the formation of organizational partnerships, changes in organizational practices, and changes in people's participation rates over time.
- *Public Library Surveys*, a national data collection effort designed to document and assess the role of public libraries in running youth programs, providing cultural programs for youth and adults, and teaching literacy to adults.
- *Theater for New Audiences and Regional Theater Initiative*, a five-year program intended to help 42 nonprofit theaters across the U.S. broaden and diversify their audiences. The evaluation assessed program implementation and effects on the theaters' fiscal health, audience size, and audience composition.

**New York University, Robert F. Wagner School of Public Service**, New York, New York

Adjunct Assistant Professor, Fall, 1995 through Spring, 1998.

Taught master's level course on program analysis and evaluation, including implementation and process, impact, and cost-benefit research designs.

**UCLA School of Social Welfare, Center for Child and Family Policy Studies, GAIN Implementation Study**. Los Angeles, California

Coordinator of Field Research. 1990-1991; Research Assistant, 1988-1990

Conducted extensive field interviews and surveys of public officials from state and county agencies, service organizations, and community groups about the implementation of California's welfare reform program, Greater Avenues for

Independence (GAIN), in Los Angeles County. Supervised research assistants in survey data collection, coding, and entry. Analyzed data and co-authored report.

**UCLA School of Social Welfare, Los Angeles, California**

Research Advisor to Master of Social Work Students, 1989-90.

Consulted with students on methods of data collection, data entry, and statistical analysis for master's thesis projects. Aided students in data interpretation and report writing.

**Manpower Demonstration Research Corporation (MDRC), New York, New York**

Special Assistant for Operations and Development, 1986-1987; Management Associate, 1985-86.

Conducted field research on two youth employment programs; Jobstart, a national demonstration program for high school dropouts; and the School-to-Employment Program (STEP), a New York state initiative for high school dropouts or at-risk-students. Served as liaison to program sites. Wrote proposals and progress reports to government and private funders.

**PUBLICATIONS**

*Helping Low-Income Students Achieve Success: The Opening Doors Demonstration.* Co-authored with Allen LeBlanc. New York: MDRC. Release expected early 2005.

“Viewing Mixed Methods through an Implementation Research Lens: A Response to the New Hope and Moving to Opportunities Evaluations.” In Weisner, Tom (ed.), *Discovering Successful Pathways In Children's Development: Mixed Methods In The Study Of Childhood And Family Life.* University of Chicago Press. Release expected early 2005.

*A Framework for Implementation Research: Toward Better Program Description and Explanation of Effects.* New York: MDRC. Release expected mid-2005.

*Transforming Community Colleges to Raise Student Achievement: The First Year of the Achieving the Dream Initiative.* Co-authored with Crystal Byndloss and Casey MacGregor. Indianapolis: Lumina Foundation for Education. November 2004.

*Welfare Reform in Miami: Implementation, Effects, and Experiences of Poor Families and Neighborhoods.* Co-authored with Isaak Kwakye, Judy Polyne, Lashawn Richburg-Hayes, David Seith, Alex Stepick, and Carol Stepick. New York: MDRC. 2004.

*Welfare Reform in Cleveland: Implementation, Effects, and Experiences of Poor Families and Neighborhoods.* Co-authored with Claudia Coulton, Andrew London, Denise Polit, Lashawn Richburg-Hayes, Ellen Scott, and Nandita Verma. New York: MDRC. 2002.

*Readying Welfare Recipients for Work: Implementation Lessons from Four Cities as They Implement Welfare Reform.* Co-authored with Laura Nelson and Megan Reiter. New York: MDRC. 2002.

“Welfare Reform and Community Colleges: A Policy and Research Context.” Co-authored with Lisa Matus-Grossman and Gayle Hamilton. *New Directions for Community Colleges*, vol. 116, Jossey-Bass/ERIC Clearinghouse for Community Colleges. 2001.

*New Hope for Low-Income Families: Two-Year Results of a Program to Reduce Welfare and Reform Welfare.* Co-authored with Johannes Bos, Greg Duncan, Robert Granger, Aletha Huston, and Vonnie McLoyd. New York: MDRC. 1999.

“A Comparison of Two Welfare-to-Work Case Management Models.” Co-authored with Kristen Harknett. *Social Service Review* vol. 72(4). 1998.

*Creating New Hope: Implementation of a Program to Reduce Poverty and Reform Welfare.* Co-authored with Fred Doolittle, Veronica Fellerath, and Michael Wiseman. New York: MDRC. 1997.

*The JOBS Evaluation: Program Implementation and Two-Year Participation Findings, Costs, and Impacts in Three Sites.* Co-authored with Gayle Hamilton, Mary Farrell, Daniel Friedlander, and Kristen Harknett. Washington, D.C.: U.S. Department of Health and Human Services and U.S. Department of Education. 1997.

*The JOBS Evaluation: Early Lessons from Seven Sites.* Co-authored with Gayle Hamilton. Washington, D.C.: U.S. Department of Health and Human Services and U.S. Department of Education. 1994.

*Unpaid Work Experience for Welfare Recipients: Findings and Lessons from MDRC Research.* Co-authored with David Butler and David Long. New York: MDRC. 1993.

“Implementation of Social Policy Revisited.” Co-authored with Yehekel Hasenfeld. *Administration and Society* 23(1). 1991.

*The Implementation of GAIN in Los Angeles County: 1988-1990.* Co-authored with Yehekel Hasenfeld, Earl Johnson and Dale Weaver. Los Angeles: UCLA School of Social Welfare, Center for Child and Family Policy Studies. 1991.

“Health, Health Care, and Economic Self-Sufficiency.” Co-authored with Susan Blank. *Charting the Future of Health Care: Policy, Politics, and Public Health.* Washington, D.C.: American Enterprise Institute for Public Policy Research. 1987.

*Strengthening an Education/Work Initiative: The Second Year of New York State’s School-to-Employment Program.* New York: MDRC. 1986.

## **BRIEFINGS**

Presented research findings to:

American Evaluation Association  
American Enterprise Institute  
American Public Welfare Association  
Association for Public Policy Analysis and Management  
Brookings Institution  
Cuyahoga County Work and Training (Ohio)  
Franklin County Department of Human Services (Ohio)  
John S. and James L. Knight Foundation  
LaFollette Institute, University of Wisconsin-Madison  
Miami-Dade County Department of Children and Families (Florida)  
National Conference of State Legislatures  
National JOBS Directors Meeting  
National Welfare Partnership Forum  
New York City Human Resources Administration  
Pennsylvania Department of Public Welfare  
Philadelphia County Assistance Office (Pennsylvania)  
Robert Wood Johnson Foundation  
State of New Jersey Department of Human Services  
State of Ohio Department of Human Services  
University of California, Berkeley Center for Study of Higher Education  
United States Department of Agriculture  
United States Department of Health and Human Services  
United States Senate, Committee on Labor and Human Resources  
VISTA